

# 2016 Real Rate Report<sup>®</sup>

## Lawyer Rate Tables

## Section I: High-Level Data Cuts

### Partners, Associates, and Paralegals

2015—Real Rates

Trend Analysis (Mean)

Role	n	First Quartile	Median	Third Quartile	2015	2014	2013
Partner	20,298	\$330.00	\$500.00	\$730.00	\$551.15	\$521.00	\$506.75
Associate	21,308	\$243.00	\$344.00	\$495.32	\$386.26	\$365.08	\$354.78
Paralegal	9,846	\$113.99	\$165.45	\$230.00	\$178.42	\$169.91	\$166.75

# Section 4: High-Level Data Cuts

## Cities

### 2015—Real Rates for Partners and Associates

### Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2015	2014	2013
Albuquerque, NM	Partner	14	\$200.00	\$296.88	\$355.00	\$295.37	\$295.78	\$291.51
	Associate	7	\$150.00	\$150.00	\$200.00	\$172.14	\$180.71	\$166.84
Austin, TX	Partner	145	\$285.00	\$375.00	\$445.00	\$366.95	\$354.85	\$347.60
	Associate	131	\$184.36	\$212.00	\$250.00	\$221.64	\$203.32	\$208.42
Baltimore, MD	Partner	22	\$300.00	\$384.63	\$440.00	\$373.53	\$368.70	\$333.38
	Associate	19	\$235.00	\$255.00	\$298.58	\$263.69	\$295.09	\$290.56
Boston, MA	Partner	127	\$220.00	\$288.75	\$350.00	\$289.96	\$277.46	\$280.67
	Associate	110	\$160.00	\$200.00	\$225.75	\$201.32	\$211.73	\$201.95
Dallas, TX	Partner	3,248	\$535.00	\$795.00	\$1,025.00	\$778.69	\$737.38	\$714.49
	Associate	4,695	\$356.40	\$508.00	\$675.00	\$516.93	\$482.64	\$469.90
Denver, CO	Partner	57	\$200.00	\$280.53	\$335.00	\$277.55	\$264.38	\$271.90
	Associate	46	\$167.00	\$185.00	\$205.00	\$184.09	\$177.51	\$184.73
Detroit, MI	Partner	63	\$249.10	\$300.00	\$361.87	\$299.26	\$262.99	\$264.27
	Associate	35	\$165.00	\$189.00	\$214.23	\$191.53	\$190.82	\$180.19
Houston, TX	Partner	97	\$290.00	\$370.00	\$495.24	\$407.19	\$367.95	\$342.25
	Associate	104	\$220.00	\$250.00	\$299.82	\$269.96	\$246.88	\$240.85
Los Angeles, CA	Partner	991	\$375.05	\$530.88	\$682.69	\$537.03	\$510.00	\$495.19
	Associate	1,224	\$250.00	\$315.18	\$405.00	\$332.63	\$312.58	\$313.21
Miami, FL	Partner	214	\$279.00	\$360.32	\$450.00	\$374.93	\$358.53	\$361.59
	Associate	141	\$202.00	\$242.47	\$286.25	\$247.19	\$247.78	\$247.42
Minneapolis, MN	Partner	254	\$350.00	\$495.00	\$580.28	\$478.90	\$469.58	\$442.88
	Associate	368	\$241.13	\$304.76	\$356.14	\$307.04	\$291.95	\$286.82
New York, NY	Partner	56	\$204.04	\$310.00	\$355.00	\$307.48	\$288.22	\$283.88
	Associate	24	\$180.00	\$192.50	\$227.17	\$207.27	\$204.04	\$206.50
Philadelphia, PA	Partner	171	\$307.00	\$374.93	\$434.25	\$376.55	\$374.28	\$363.08
	Associate	188	\$219.50	\$250.00	\$301.12	\$258.87	\$253.55	\$246.88
Portland, ME	Partner	29	\$185.00	\$285.00	\$340.00	\$305.35	\$313.92	\$324.23
	Associate	30	\$145.00	\$195.00	\$235.00	\$197.26	\$190.91	\$190.41
San Francisco, CA	Partner	72	\$267.50	\$350.37	\$435.75	\$361.57	\$343.27	\$342.61
	Associate	39	\$195.00	\$250.00	\$290.00	\$249.79	\$231.14	\$228.97
Seattle, WA	Partner	13	\$300.00	\$350.00	\$388.26	\$348.88	\$350.32	\$343.49
	Associate	10	\$185.00	\$257.50	\$350.00	\$270.00	\$261.78	\$251.25
Washington, DC	Partner	153	\$300.00	\$450.00	\$615.00	\$466.19	\$441.54	\$422.53
	Associate	189	\$250.00	\$309.93	\$355.00	\$315.62	\$300.17	\$288.12
Wichita, KS	Partner	22	\$290.00	\$298.98	\$300.00	\$305.35	\$275.86	\$261.11
	Associate	7	\$220.00	\$280.00	\$300.00	\$266.81	\$236.98	\$220.16



## Baseline 1: High-Level Data Cuts

## Cities

## 2015—Real Rates for Partners and Associates

## Trend Analysis (Mean)

City	Rate	n	First Quartile	Median	Third Quartile	2015	2014	2013
Albuquerque, NM	Partner	19	\$250.00	\$340.00	\$411.00	\$348.50	\$347.57	\$341.01
	Associate	17	\$175.00	\$205.00	\$226.64	\$227.23	\$218.02	\$203.18
Birmingham, AL	Partner	2,277	\$584.53	\$705.00	\$830.49	\$713.87	\$679.77	\$661.84
	Associate	2,151	\$336.10	\$425.00	\$535.00	\$448.34	\$427.05	\$413.21
Columbus, OH	Partner	17	\$300.00	\$395.00	\$480.00	\$380.59	\$334.66	\$327.45
	Associate	12	\$185.87	\$232.50	\$282.50	\$255.98	\$272.17	\$267.15
Dallas, TX	Partner	18	\$248.00	\$248.00	\$335.75	\$287.41	\$297.81	\$280.26
	Associate	7	\$133.24	\$145.00	\$195.00	\$162.40	\$145.29	n/a

## Section I: High-Level Data Cuts

## Cities

By Matter Type

## 2015—Real Rates for Partners and Associates

## Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2015	2014	2013
Chattanooga, TN	Litigation	Partner	41	\$200.00	\$295.00	\$375.00	\$297.99	\$309.41	\$293.88
		Associate	18	\$185.00	\$194.76	\$225.00	\$200.89	\$217.24	\$205.91
	Non-Litigation	Partner	32	\$267.50	\$331.25	\$376.35	\$326.21	\$323.90	\$303.83
		Associate	20	\$180.00	\$210.00	\$219.83	\$197.07	\$195.53	\$202.36
Cincinnati, OH	Litigation	Partner	248	\$250.00	\$350.00	\$475.00	\$377.78	\$373.44	\$374.11
		Associate	219	\$190.00	\$255.00	\$329.00	\$282.25	\$260.60	\$267.53
	Non-Litigation	Partner	190	\$350.00	\$450.00	\$590.00	\$482.49	\$444.08	\$429.07
		Associate	136	\$212.41	\$272.50	\$350.00	\$295.49	\$272.94	\$286.35
Cleveland, OH	Litigation	Partner	70	\$240.00	\$310.00	\$380.00	\$323.03	\$316.67	\$330.51
		Associate	62	\$215.00	\$250.00	\$275.23	\$250.99	\$233.36	\$226.51
	Non-Litigation	Partner	103	\$325.00	\$375.00	\$475.00	\$417.59	\$396.65	\$395.87
		Associate	63	\$225.00	\$260.00	\$278.00	\$261.73	\$253.78	\$246.45
Columbus, OH	Litigation	Partner	180	\$250.02	\$375.00	\$507.50	\$391.96	\$376.57	\$369.52
		Associate	186	\$200.00	\$259.27	\$333.47	\$264.01	\$258.95	\$251.30
	Non-Litigation	Partner	202	\$350.00	\$450.00	\$535.00	\$452.51	\$405.25	\$392.60
		Associate	206	\$240.00	\$280.00	\$347.63	\$335.87	\$288.17	\$291.59
Covington, TN	Litigation	Partner	56	\$256.96	\$327.50	\$422.50	\$339.98	\$346.63	\$342.12
		Associate	57	\$192.08	\$210.00	\$248.36	\$221.80	\$215.67	\$210.36
	Non-Litigation	Partner	106	\$315.00	\$394.19	\$445.76	\$380.38	\$367.26	\$356.58
		Associate	94	\$182.47	\$215.00	\$248.76	\$220.65	\$199.39	\$207.87
Dayton, OH	Litigation	Partner	10	\$340.00	\$382.87	\$449.69	\$376.92	\$362.47	\$327.65
		Associate	n/a	n/a	n/a	n/a	n/a	\$351.06	\$377.64
	Non-Litigation	Partner	16	\$320.00	\$377.50	\$420.00	\$380.34	\$390.98	\$346.29
		Associate	15	\$235.00	\$262.07	\$296.40	\$264.44	\$251.41	\$302.54
Denver, CO	Litigation	Partner	102	\$200.00	\$276.98	\$330.00	\$278.92	\$262.75	\$258.57
		Associate	89	\$160.00	\$200.00	\$225.75	\$200.79	\$208.14	\$197.87
	Non-Litigation	Partner	44	\$250.00	\$300.00	\$350.00	\$305.66	\$304.27	\$314.46
		Associate	34	\$160.00	\$195.00	\$225.00	\$198.11	\$217.29	\$212.29
Detroit, MI	Litigation	Partner	1,312	\$400.00	\$635.00	\$860.00	\$642.06	\$616.16	\$611.67
		Associate	1,591	\$275.00	\$395.00	\$559.06	\$426.44	\$409.65	\$404.00
	Non-Litigation	Partner	2,411	\$639.00	\$864.18	\$1,072.91	\$845.43	\$809.50	\$783.87
		Associate	3,545	\$405.00	\$540.00	\$704.00	\$552.31	\$516.41	\$507.82
Houston, TX	Litigation	Partner	39	\$200.00	\$265.50	\$330.00	\$275.97	\$261.51	\$269.47
		Associate	33	\$150.00	\$175.00	\$205.00	\$178.34	\$169.05	\$173.22
	Non-Litigation	Partner	25	\$200.00	\$280.38	\$340.00	\$281.91	\$266.91	\$272.28
		Associate	17	\$175.00	\$190.00	\$200.00	\$196.06	\$191.93	\$200.24

# Section 1: High-Level Data Cuts

## Cities

By Matter Type

### 2015—Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quartile	Median	Third Quartile	2015	2014	2013
San Francisco	Litigation	Partner	14	\$221.00	\$277.50	\$316.00	\$266.41	\$272.31	\$283.11
		Associate	n/a	n/a	n/a	n/a	n/a	\$180.98	n/a
	Non-Litigation	Partner	13	\$270.00	\$315.00	\$340.00	\$308.12	\$280.91	\$269.43
		Associate	n/a	n/a	n/a	n/a	n/a	n/a	n/a
San Antonio	Litigation	Partner	14	\$300.00	\$340.00	\$400.00	\$357.49	\$331.93	\$337.72
		Associate	14	\$175.00	\$212.50	\$306.64	\$232.71	n/a	\$222.38
	Non-Litigation	Partner	12	\$275.00	\$345.00	\$448.50	\$369.78	\$341.75	\$332.73
		Associate	n/a	n/a	n/a	n/a	n/a	\$194.36	\$187.27
San Diego	Litigation	Partner	1,020	\$589.60	\$702.63	\$828.75	\$702.34	\$675.27	\$656.66
		Associate	893	\$340.00	\$430.00	\$535.00	\$446.91	\$433.68	\$414.84
	Non-Litigation	Partner	1,760	\$584.54	\$705.00	\$838.72	\$719.96	\$684.71	\$667.68
		Associate	1,579	\$331.81	\$425.00	\$535.05	\$449.37	\$424.14	\$413.15
Portland, OR	Litigation	Partner	9	\$325.00	\$395.00	\$490.00	\$397.00	\$333.96	\$319.79
		Associate	7	\$185.00	\$212.00	\$247.50	\$223.03	\$255.59	\$248.75
	Non-Litigation	Partner	9	\$300.00	\$395.00	\$435.00	\$365.78	\$335.58	\$389.22
		Associate	n/a	n/a	n/a	n/a	n/a	\$317.52	\$329.25

# Section I: High-Level Data Cuts

## Cities

### By Years of Experience

#### 2015—Real Rates for Partners

#### Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	2015	2014	2013
Albuquerque, NM	Fewer Than 21 Years	8	\$210.00	\$250.48	\$292.49	\$242.62	\$245.51	\$224.24
	21 or More Years	15	\$201.62	\$250.00	\$300.00	\$269.96	\$252.76	\$263.74
Anchorage, AK	Fewer Than 21 Years	53	\$230.00	\$303.95	\$375.00	\$304.54	\$312.57	\$298.08
	21 or More Years	33	\$225.00	\$350.00	\$510.00	\$383.35	\$428.06	\$449.15
Austin, TX	Fewer Than 21 Years	12	\$290.00	\$307.50	\$360.78	\$324.35	\$308.82	\$288.22
	21 or More Years	15	\$295.00	\$334.82	\$390.00	\$345.86	\$337.54	\$348.00
Baltimore, MD	Fewer Than 21 Years	20	\$215.00	\$230.00	\$255.00	\$234.76	\$236.72	\$221.57
	21 or More Years	23	\$235.00	\$300.00	\$315.00	\$287.39	\$277.08	\$255.81
Boston, MA	Fewer Than 21 Years	403	\$392.86	\$539.97	\$760.00	\$576.41	\$533.91	\$532.52
	21 or More Years	558	\$411.76	\$645.83	\$875.00	\$661.19	\$614.93	\$611.72
Buffalo, NY	Fewer Than 21 Years	20	\$210.00	\$295.96	\$335.00	\$284.36	\$276.53	\$276.64
	21 or More Years	40	\$315.50	\$382.50	\$425.00	\$362.49	\$340.56	\$361.70
Dallas, TX	Fewer Than 21 Years	17	\$345.00	\$408.34	\$495.00	\$425.85	\$325.13	\$309.28
	21 or More Years	8	\$285.00	\$422.50	\$507.50	\$403.91	\$313.52	\$267.15
Denver, CO	Fewer Than 21 Years	23	\$225.00	\$286.03	\$298.12	\$257.34	\$258.89	\$264.54
	21 or More Years	35	\$295.00	\$365.57	\$410.00	\$344.30	\$343.04	\$318.03
Detroit, MI	Fewer Than 21 Years	118	\$250.00	\$347.01	\$445.00	\$357.75	\$351.89	\$357.13
	21 or More Years	221	\$322.00	\$440.00	\$562.50	\$449.83	\$443.14	\$429.18
Houston, TX	Fewer Than 21 Years	45	\$260.00	\$345.00	\$425.00	\$373.13	\$355.72	\$367.55
	21 or More Years	74	\$315.00	\$377.50	\$515.00	\$414.64	\$386.43	\$383.51
Los Angeles, CA	Fewer Than 21 Years	116	\$293.68	\$383.63	\$465.35	\$388.77	\$358.48	\$356.19
	21 or More Years	155	\$319.76	\$474.52	\$561.30	\$449.75	\$440.21	\$413.85
Miami, FL	Fewer Than 21 Years	7	\$180.00	\$220.00	\$289.00	\$244.24	\$264.55	\$240.17
	21 or More Years	9	\$220.00	\$275.00	\$285.00	\$273.82	\$265.02	\$288.64
Minneapolis, MN	Fewer Than 21 Years	53	\$270.00	\$331.50	\$395.00	\$328.79	\$326.44	\$320.46
	21 or More Years	69	\$285.00	\$407.86	\$452.81	\$380.68	\$372.14	\$356.08
New York, NY	Fewer Than 21 Years	10	\$340.00	\$377.50	\$449.09	\$366.12	\$340.59	\$346.42
	21 or More Years	10	\$300.00	\$384.63	\$415.00	\$382.44	\$384.42	\$338.82
Philadelphia, PA	Fewer Than 21 Years	43	\$205.00	\$275.00	\$300.00	\$271.46	\$252.60	\$254.93
	21 or More Years	73	\$220.00	\$309.81	\$350.00	\$301.22	\$292.85	\$297.49
Portland, ME	Fewer Than 21 Years	1,074	\$568.86	\$761.71	\$950.00	\$757.61	\$717.35	\$685.01
	21 or More Years	1,761	\$525.00	\$804.92	\$1,044.67	\$787.29	\$750.05	\$730.57
San Francisco, CA	Fewer Than 21 Years	19	\$200.00	\$265.50	\$315.00	\$256.76	\$248.47	\$257.92
	21 or More Years	34	\$200.00	\$310.00	\$350.00	\$296.32	\$283.25	\$280.23
Seattle, WA	Fewer Than 21 Years	29	\$249.10	\$275.00	\$325.78	\$280.90	\$250.28	\$250.05
	21 or More Years	31	\$235.00	\$330.00	\$380.00	\$315.88	\$273.91	\$274.30

## Section 4 High-Level Data Cuts

### Cities

By Years of Experience

#### 2015—Real Rates for Partners

#### Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	2015	2014	2013
Atlanta, GA	Fewer Than 21 Years	111	\$315.00	\$377.06	\$450.00	\$395.91	\$371.97	\$378.90
	21 or More Years	195	\$399.98	\$461.24	\$526.01	\$463.91	\$448.14	\$428.63
Boston, MA	Fewer Than 21 Years	95	\$259.26	\$335.00	\$402.99	\$331.87	\$337.43	\$327.93
	21 or More Years	116	\$317.50	\$414.39	\$480.00	\$394.69	\$388.18	\$375.80
Chicago, IL	Fewer Than 21 Years	18	\$195.00	\$218.56	\$275.00	\$234.19	\$233.04	\$233.89
	21 or More Years	27	\$238.77	\$277.70	\$365.00	\$288.67	\$289.92	\$282.20
Dallas, TX	Fewer Than 21 Years	12	\$247.50	\$314.72	\$442.50	\$340.71	\$312.78	\$380.72
	21 or More Years	22	\$400.00	\$450.00	\$550.00	\$522.51	\$441.55	\$454.36
Denver, CO	Fewer Than 21 Years	47	\$266.54	\$335.00	\$400.00	\$329.12	\$327.07	\$319.53
	21 or More Years	64	\$275.00	\$413.64	\$501.00	\$415.69	\$383.07	\$393.17
Detroit, MI	Fewer Than 21 Years	15	\$420.00	\$500.00	\$510.00	\$470.12	\$424.43	\$413.83
	21 or More Years	33	\$400.00	\$467.00	\$613.44	\$496.40	\$471.66	\$456.42
Houston, TX	Fewer Than 21 Years	n/a	n/a	n/a	n/a	n/a	n/a	\$227.86
	21 or More Years	21	\$270.00	\$293.00	\$338.00	\$292.64	\$288.81	\$292.41
Los Angeles, CA	Fewer Than 21 Years	791	\$549.05	\$657.24	\$760.75	\$661.83	\$631.81	\$615.59
	21 or More Years	1,166	\$610.00	\$738.69	\$865.72	\$743.83	\$709.92	\$693.75
Miami, FL	Fewer Than 21 Years	7	\$185.00	\$300.00	\$435.00	\$318.86	\$311.58	\$297.95
	21 or More Years	10	\$350.00	\$397.50	\$490.00	\$423.80	\$359.84	\$361.87



# Section 1: High-Level Data Cuts

## Cities

By Years of Experience

2015—Real Rates for Associates

Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	2015	2014	2013
ALBUQUERQUE, NM	Fewer Than 3 Years	18	\$180.71	\$197.48	\$210.00	\$196.26	\$184.69	\$178.58
	3 to Fewer Than 7 Years	38	\$200.00	\$215.00	\$248.36	\$222.76	\$215.41	\$212.41
	7 and More Years	31	\$200.00	\$250.00	\$280.00	\$248.15	\$237.89	\$226.23
ANCHORAGE, AK	Fewer Than 3 Years	13	\$150.00	\$160.00	\$225.71	\$181.09	\$192.44	\$188.68
	3 to Fewer Than 7 Years	38	\$160.00	\$187.50	\$227.94	\$195.98	\$212.69	\$215.83
	7 and More Years	29	\$175.00	\$225.00	\$225.75	\$220.21	\$237.46	\$208.48
ARIZONA	Fewer Than 3 Years	497	\$340.73	\$442.89	\$542.57	\$446.51	\$414.29	\$414.26
	3 to Fewer Than 7 Years	1,072	\$425.00	\$598.09	\$725.00	\$573.16	\$539.19	\$517.42
	7 and More Years	990	\$359.00	\$574.77	\$750.00	\$561.46	\$534.93	\$515.81
ARIZONA	Fewer Than 3 Years	9	\$175.00	\$195.00	\$200.00	\$190.22	\$178.79	\$178.10
	3 to Fewer Than 7 Years	15	\$171.00	\$190.00	\$202.43	\$188.68	\$189.01	\$199.37
	7 and More Years	9	\$175.00	\$185.00	\$245.00	\$205.94	\$190.97	\$207.88
ARIZONA	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	\$180.71	\$160.99
	3 to Fewer Than 7 Years	18	\$175.00	\$194.25	\$214.23	\$194.04	\$193.84	\$188.39
	7 and More Years	n/a	n/a	n/a	n/a	n/a	\$209.84	\$193.01
ARIZONA	Fewer Than 3 Years	10	\$175.00	\$217.01	\$230.00	\$213.76	\$210.12	\$187.39
	3 to Fewer Than 7 Years	18	\$245.00	\$259.19	\$295.00	\$265.67	\$244.50	\$232.82
	7 and More Years	29	\$211.11	\$257.93	\$291.90	\$258.53	\$219.44	\$233.97
ARIZONA	Fewer Than 3 Years	170	\$256.62	\$297.00	\$334.40	\$308.47	\$297.70	\$284.82
	3 to Fewer Than 7 Years	240	\$266.92	\$315.00	\$396.00	\$337.59	\$321.95	\$319.31
	7 and More Years	324	\$256.00	\$350.08	\$440.00	\$360.15	\$339.80	\$343.35
ARIZONA	Fewer Than 3 Years	18	\$180.17	\$210.00	\$250.00	\$220.74	\$204.26	\$202.74
	3 to Fewer Than 7 Years	31	\$205.39	\$235.00	\$280.00	\$243.76	\$259.12	\$254.73
	7 and More Years	57	\$220.95	\$260.00	\$321.20	\$268.05	\$259.67	\$261.60
ARIZONA	Fewer Than 3 Years	24	\$208.75	\$267.61	\$305.99	\$265.94	\$250.39	\$247.63
	3 to Fewer Than 7 Years	63	\$250.00	\$325.00	\$350.00	\$304.29	\$275.77	\$286.39
	7 and More Years	61	\$210.00	\$325.00	\$396.57	\$310.57	\$301.06	\$300.60
ARIZONA	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	3 to Fewer Than 7 Years	8	\$145.00	\$175.00	\$227.38	\$190.60	\$218.77	\$207.47
	7 and More Years	8	\$180.00	\$182.50	\$259.50	\$214.47	\$208.56	\$227.17
ARIZONA	Fewer Than 3 Years	39	\$199.75	\$224.00	\$237.00	\$221.77	\$217.60	\$218.87
	3 to Fewer Than 7 Years	47	\$235.13	\$269.10	\$300.00	\$267.98	\$271.03	\$255.70
	7 and More Years	52	\$260.00	\$302.58	\$328.09	\$291.31	\$286.65	\$265.20
ARIZONA	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	\$201.76
	3 to Fewer Than 7 Years	10	\$240.00	\$257.88	\$286.20	\$275.20	\$215.81	\$223.89
	7 and More Years	15	\$220.00	\$280.88	\$294.01	\$263.94	\$279.98	\$271.65

## Section I: High-Level Data Cuts

### Cities

By Years of Experience

2015—Real Rates for Associates

Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	2015	2014	2013
Portland, OR	Fewer Than 3 Years	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	3 to Fewer Than 7 Years	12	\$308.04	\$353.12	\$382.50	\$340.33	\$287.14	\$250.99
	7 and More Years	16	\$262.50	\$388.52	\$475.13	\$360.17	\$333.01	\$332.16
San Francisco, CA	Fewer Than 3 Years	198	\$295.00	\$350.00	\$420.00	\$362.81	\$359.02	\$359.42
	3 to Fewer Than 7 Years	515	\$380.00	\$462.94	\$573.75	\$479.99	\$456.12	\$431.91
	7 and More Years	519	\$375.00	\$485.23	\$596.75	\$501.49	\$491.57	\$479.85

## Section V: Summary Reference Cards for Select US Cities

**Minneapolis, MN (2015):**

Total Hours Billed: 94,600 Total Law Firms: 76  
Total Fees Billed: \$29,518,600 Total Lawyers: 672

**New Orleans, LA (2015):**

Total Hours Billed: 56,914 Total Law Firms: 45  
Total Fees Billed: \$11,813,071 Total Lawyers: 237

% Rate Change

	% of Firms	Mean Real Rate	'13	'14	'15
Partners	38%	\$420	2%	2%	3%
Associates	52%	\$282	11%	2%	5%
Paralegals	10%	\$161	2%	2%	4%
50 or Fewer	57%	\$293	10%	-1%	4%
51 to 200	12%	\$323	3%	3%	3%
201 to 500	4%	\$450	4%	1%	3%
501 to 1,000	26%	\$398	6%	6%	5%
More Than 1,000	0%	n/a	n/a	n/a	n/a
Patents, Non-Litigation	32%	\$427	8%	5%	6%
Corporate, Litigation	19%	\$315	5%	3%	4%
Commercial, Litigation	9%	\$378	2%	6%	3%
Product and Product Liability, Litigation	6%	\$325	2%	4%	2%
Intellectual Property, Non-Litigation	4%	\$358	12%	-1%	2%

n = 19 to 343.

% Rate Change

	% of Firms	Mean Real Rate	'13	'14	'15
Partners	39%	\$290	2%	3%	2%
Associates	25%	\$201	3%	4%	1%
Paralegals	36%	\$106	0%	-1%	5%
50 or Fewer	71%	\$229	3%	1%	1%
51 to 200	14%	\$226	1%	3%	3%
201 to 500	12%	\$320	3%	3%	0%
501 to 1,000	2%	\$341	1%	11%	3%
More Than 1,000	0%	n/a	n/a	n/a	n/a
Commercial Transactions, Litigation	4%	\$251	6%	1%	0%

n = 12 to 127.

**New York, NY (2015):**

Total Hours Billed: 1,178,693 Total Law Firms: 415  
Total Fees Billed: \$672,336,842 Total Lawyers: 7,943

% Rate Change

	% of Firms	Mean Real Rate	'13	'14	'15
Partners	31%	\$779	2%	4%	5%
Associates	57%	\$517	8%	10%	11%
Paralegals	12%	\$219	4%	6%	7%
50 or Fewer	11%	\$352	3%	2%	4%
51 to 200	8%	\$396	3%	6%	5%
201 to 500	13%	\$576	4%	5%	5%
501 to 1,000	38%	\$699	7%	11%	10%
More Than 1,000	29%	\$719	6%	7%	9%
M&A, Non-Litigation	11%	\$759	4%	12%	12%
Corporate, Non-Litigation	9%	\$720	4%	7%	6%
Corporate, Litigation	8%	\$554	4%	3%	4%
Investments and Other Fin. Instruments, Non-Litigation	7%	\$750	8%	11%	13%
Patents, Litigation	5%	\$577	7%	7%	5%

n = 128 to 4,695.

**Philadelphia, PA (2015):**

Total Hours Billed: 300,537 Total Law Firms: 156  
Total Fees Billed: \$116,389,757 Total Lawyers: 2,215

% Rate Change

	% of Firms	Mean Real Rate	'13	'14	'15
Partners	40%	\$537	3%	3%	3%
Associates	51%	\$333	5%	4%	6%
Paralegals	9%	\$175	2%	1%	3%
50 or Fewer	21%	\$280	2%	2%	2%
51 to 200	18%	\$363	6%	2%	5%
201 to 500	15%	\$399	2%	4%	3%
501 to 1,000	16%	\$510	5%	4%	6%
More Than 1,000	30%	\$507	4%	4%	6%
M&A, Non-Litigation	9%	\$485	6%	2%	3%
Corporate, Non-Litigation	6%	\$497	7%	5%	7%
Patents, Litigation	6%	\$481	2%	4%	2%
Asbestos Mesothelioma, Litigation	6%	\$223	1%	0%	1%
General Liability, Litigation	6%	\$392	1%	2%	2%

n = 27 to 1,224.

## Section V: Summary Reference Cards for Select US Cities

### Washington, DC (2015):

Total Hours Billed: 632,219 Total Law Firms: 273  
Total Fees Billed: \$343,344,852 Total Lawyers: 4,428

% Rate Change

	% of Firms	Mean Real Rate	T15	T12	T15
Partners	45%	\$714	3%	3%	4%
Associates	47%	\$448	7%	8%	8%
Paralegals	8%	\$220	6%	3%	6%
50 or Fewer	9%	\$432	2%	3%	3%
51 to 200	11%	\$477	5%	3%	6%
201 to 500	17%	\$547	5%	6%	5%
501 to 1,000	34%	\$618	4%	6%	6%
More Than 1,000	29%	\$640	6%	6%	6%
Patents, Non-Litigation	16%	\$473	5%	5%	5%
Regulatory and Compliance, Non-Litigation	10%	\$595	4%	5%	5%
Corporate, Non-Litigation	8%	\$627	5%	3%	6%
Patents, Litigation	7%	\$617	0%	9%	5%
M&A, Non-Litigation	7%	\$655	4%	5%	7%

n = 131 to 2,151.



# *2020 Real Rate Report<sup>®</sup>*

The Industry's  
Leading Analysis  
of Law Firm Rates,  
Trends, and  
Practices



Wolters Kluwer

When you have to be right



# Section I: High-Level Data Cuts

## Partners, Associates, and Paralegals By Role

2019 -- Real Rates

Trend Analysis (Mean)

Role	n	First Quartile	Median	Third Quartile	2016	2018	2017
Partner	14142	\$400	\$610	\$894	\$680	\$659	\$630
Associate	14341	\$295	\$425	\$615	\$479	\$462	\$439
Paralegal	6431	\$150	\$213	\$289	\$225	\$211	\$201

# Section I: High-Level Data Cuts

## Cities

2019 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2016	2018	2017
Albuquerque	Partner	15	\$230	\$250	\$335	\$318	\$256	\$263
Albuquerque	Associate	12	\$185	\$200	\$224	\$204	\$210	\$210
Albuquerque	Partner	14	\$150	\$150	\$205	\$184	\$195	\$217
Albuquerque	Partner	42	\$300	\$400	\$575	\$438	\$444	\$410
Albuquerque	Associate	45	\$250	\$278	\$324	\$281	\$279	\$264
Albuquerque	Partner	15	\$295	\$325	\$371	\$333	\$319	\$313
Albuquerque	Partner	24	\$215	\$238	\$261	\$261	\$281	\$263
Albuquerque	Partner	902	\$482	\$740	\$1,015	\$767	\$730	\$704
Albuquerque	Associate	1311	\$395	\$576	\$770	\$591	\$559	\$540
Albuquerque	Partner	21	\$322	\$350	\$418	\$369	\$331	\$356
Albuquerque	Associate	22	\$190	\$210	\$245	\$214	\$215	\$207
Albuquerque	Partner	23	\$374	\$418	\$525	\$432	\$394	\$383
Albuquerque	Partner	36	\$275	\$330	\$414	\$340	\$342	\$347
Albuquerque	Associate	23	\$212	\$225	\$245	\$226	\$232	\$225
Albuquerque	Partner	240	\$325	\$500	\$684	\$514	\$489	\$443
Albuquerque	Associate	171	\$255	\$330	\$473	\$373	\$335	\$304
Albuquerque	Partner	77	\$304	\$386	\$470	\$416	\$390	\$371
Albuquerque	Associate	54	\$238	\$277	\$314	\$282	\$265	\$264
Albuquerque	Partner	268	\$380	\$529	\$675	\$530	\$490	\$446
Albuquerque	Associate	224	\$295	\$370	\$439	\$374	\$362	\$328
Albuquerque	Partner	90	\$360	\$430	\$473	\$419	\$405	\$408
Albuquerque	Associate	91	\$225	\$257	\$288	\$262	\$244	\$247
Albuquerque	Partner	23	\$385	\$450	\$519	\$445	\$396	\$390
Albuquerque	Associate	24	\$230	\$290	\$335	\$290	\$276	\$282
Albuquerque	Partner	105	\$285	\$347	\$425	\$358	\$347	\$296
Albuquerque	Associate	103	\$220	\$238	\$315	\$268	\$246	\$210
Albuquerque	Partner	2384	\$602	\$975	\$1,284	\$962	\$931	\$887
Albuquerque	Associate	3382	\$425	\$615	\$847	\$638	\$613	\$585
Albuquerque	Partner	31	\$200	\$340	\$360	\$316	\$292	\$283
Albuquerque	Associate	18	\$165	\$203	\$239	\$221	\$209	\$196
Albuquerque	Partner	44	\$310	\$375	\$404	\$355	\$355	\$330
Albuquerque	Associate	20	\$186	\$249	\$255	\$236	\$215	\$208
Albuquerque	Partner	99	\$385	\$450	\$513	\$461	\$466	\$454
Albuquerque	Associate	90	\$230	\$276	\$335	\$284	\$270	\$282

# Section I: High-Level Data Cuts

## Cities

2019 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Role	n	First Quartile	Median	Third Quartile	2019	2018	2017
Albuquerque, NM	Partner	18	\$240	\$262	\$300	\$280	\$286	\$288
Albuquerque, NM	Associate	12	\$174	\$207	\$250	\$222	\$195	\$185
Albuquerque, NM	Senior Associate	21	\$310	\$433	\$510	\$438	\$398	\$369
Atlanta, GA	Partner	90	\$307	\$400	\$539	\$432	\$397	\$395
Atlanta, GA	Associate	50	\$240	\$280	\$323	\$285	\$261	\$265
Atlanta, GA	Senior Associate	17	\$326	\$380	\$475	\$387	\$324	\$291
Boston, MA	Partner	36	\$450	\$520	\$625	\$526	\$492	\$512
Boston, MA	Associate	23	\$210	\$325	\$393	\$328	\$351	\$366
Boston, MA	Senior Associate	19	\$236	\$256	\$311	\$275	\$258	\$271
Chicago, IL	Partner	14	\$333	\$420	\$474	\$394	\$349	\$397
Chicago, IL	Associate	1772	\$650	\$805	\$976	\$832	\$812	\$779
Chicago, IL	Senior Associate	1557	\$407	\$522	\$635	\$538	\$528	\$501
Denver, CO	Partner	32	\$680	\$796	\$890	\$771	\$782	\$756
Denver, CO	Associate	60	\$323	\$528	\$580	\$481	\$531	\$468



Section I: High-Level Data Cuts

Cities

By Matter Type

2019 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quintile	Median	Third Quintile	2015	2016	2017
Atlanta	Litigation	Partner	129	\$265	\$425	\$622	\$450	\$437	\$383
		Associate	92	\$240	\$294	\$421	\$339	\$311	\$282
	Non-Litigation	Partner	139	\$395	\$595	\$750	\$581	\$551	\$529
		Associate	92	\$291	\$380	\$489	\$407	\$368	\$346
Chicago	Litigation	Partner	29	\$304	\$375	\$420	\$388	\$344	\$326
		Associate	23	\$203	\$260	\$333	\$271	\$238	\$242
	Non-Litigation	Partner	53	\$305	\$400	\$480	\$433	\$427	\$405
		Associate	36	\$250	\$280	\$310	\$288	\$282	\$281
Dallas	Litigation	Partner	113	\$350	\$400	\$605	\$478	\$452	\$417
		Associate	92	\$295	\$370	\$403	\$357	\$333	\$279
	Non-Litigation	Partner	183	\$409	\$576	\$696	\$559	\$525	\$474
		Associate	143	\$295	\$370	\$468	\$385	\$388	\$370
Denver	Litigation	Partner	34	\$295	\$375	\$450	\$377	\$375	\$386
		Associate	22	\$200	\$210	\$219	\$212	\$236	\$244
	Non-Litigation	Partner	65	\$379	\$438	\$479	\$435	\$418	\$417
		Associate	74	\$230	\$279	\$290	\$272	\$247	\$249
Detroit	Litigation	Partner	13	\$385	\$443	\$504	\$435	\$405	\$389
		Associate	16	\$224	\$270	\$294	\$269	\$265	\$248
	Non-Litigation	Partner	14	\$373	\$468	\$550	\$454	\$391	\$390
		Associate	11	\$290	\$325	\$345	\$312	\$285	\$293
Houston	Litigation	Partner	67	\$285	\$325	\$395	\$340	\$332	\$275
		Associate	71	\$225	\$238	\$325	\$273	\$253	\$207
	Non-Litigation	Partner	52	\$280	\$370	\$500	\$385	\$372	\$352
		Associate	44	\$220	\$235	\$300	\$259	\$231	\$220
Los Angeles	Litigation	Partner	909	\$475	\$700	\$1,020	\$757	\$746	\$686
		Associate	1088	\$315	\$459	\$665	\$511	\$493	\$465
	Non-Litigation	Partner	1773	\$735	\$1,100	\$1,350	\$1,055	\$1,016	\$980
		Associate	2588	\$486	\$675	\$855	\$686	\$660	\$633
Miami	Litigation	Partner	17	\$200	\$225	\$350	\$285	\$278	\$264
	Non-Litigation	Partner	18	\$295	\$350	\$369	\$348	\$306	\$304
Minneapolis	Litigation	Partner	13	\$310	\$395	\$395	\$349	\$368	\$296
		Associate	38	\$310	\$375	\$415	\$357	\$351	\$344
	Non-Litigation	Partner	16	\$185	\$248	\$255	\$236	\$213	\$210

# Section I: High-Level Data Cuts

## Cities

By Matter Type

2019 -- Real Rates for Partners and Associates

Trend Analysis (Mean)

City	Matter Type	Role	n	First Quintile	Median	Third Quintile	2019	2018	2017
Atlanta	Litigation	Partner	54	\$286	\$395	\$540	\$428	\$390	\$363
		Associate	28	\$234	\$280	\$319	\$267	\$245	\$244
	Non-Litigation	Partner	49	\$310	\$413	\$538	\$438	\$405	\$431
		Associate	27	\$258	\$283	\$320	\$303	\$279	\$286
Chicago	Litigation	Partner	15	\$337	\$380	\$475	\$392	\$342	\$294
Dallas	Litigation	Partner	22	\$473	\$520	\$625	\$525	\$474	\$513
		Associate	25	\$445	\$510	\$625	\$527	\$510	\$511
	Non-Litigation	Associate	16	\$280	\$333	\$450	\$362	\$392	\$396
LA	Litigation	Partner	12	\$242	\$255	\$281	\$263	\$264	\$274
New York	Litigation	Partner	704	\$675	\$805	\$965	\$830	\$803	\$781
		Associate	626	\$425	\$525	\$620	\$526	\$531	\$515
	Non-Litigation	Partner	1403	\$641	\$810	\$982	\$832	\$815	\$778
		Associate	1145	\$400	\$520	\$635	\$544	\$527	\$494

## Section I: High-Level Data Cuts

## Cities

By Years of Experience

2019 -- Real Rates for Partners

Trend Analysis (Mean)

City	Years of Experience	n	First Quantile	Median	Third Quantile	2016	2018	2017
Atlanta, GA	1-3 Years	34	\$305	\$350	\$400	\$362	\$346	\$277
Atlanta, GA	4-6 Years	48	\$285	\$350	\$460	\$371	\$368	\$305
Atlanta, GA	7-9 Years	568	\$650	\$975	\$1,249	\$947	\$917	\$874
Atlanta, GA	10+ Years	1245	\$603	\$980	\$1,330	\$979	\$948	\$903
Baltimore, MD	1-3 Years	21	\$223	\$350	\$385	\$347	\$305	\$297
Baltimore, MD	4-6 Years	12	\$270	\$335	\$360	\$327	\$300	\$277
Baltimore, MD	7-9 Years	26	\$319	\$395	\$410	\$366	\$382	\$358
Baltimore, MD	10+ Years	28	\$350	\$385	\$525	\$433	\$417	\$440
Boston, MA	1-3 Years	47	\$399	\$450	\$475	\$437	\$457	\$434
Boston, MA	4-6 Years	210	\$437	\$535	\$655	\$567	\$544	\$516
Boston, MA	7-9 Years	407	\$500	\$675	\$825	\$679	\$643	\$619
Chicago, IL	1-3 Years	23	\$305	\$370	\$425	\$365	\$322	\$320
Chicago, IL	4-6 Years	61	\$325	\$413	\$591	\$451	\$432	\$395
Chicago, IL	7-9 Years	45	\$330	\$448	\$615	\$480	\$418	\$388
Chicago, IL	10+ Years	89	\$410	\$525	\$655	\$544	\$493	\$478
Denver, CO	1-3 Years	31	\$211	\$395	\$446	\$369	\$350	\$336
Denver, CO	4-6 Years	41	\$350	\$400	\$533	\$436	\$401	\$400
Denver, CO	7-9 Years	65	\$400	\$487	\$579	\$487	\$455	\$444
Denver, CO	10+ Years	19	\$306	\$375	\$467	\$404	\$352	\$358
Houston, TX	1-3 Years	25	\$380	\$455	\$500	\$464	\$449	\$415
Houston, TX	4-6 Years	31	\$510	\$582	\$702	\$575	\$557	\$426
Houston, TX	7-9 Years	46	\$515	\$650	\$750	\$625	\$603	\$549
Los Angeles, CA	1-3 Years	16	\$261	\$326	\$360	\$346	\$323	\$314
Los Angeles, CA	4-6 Years	11	\$325	\$415	\$455	\$473	\$515	\$466
Los Angeles, CA	7-9 Years	22	\$272	\$385	\$435	\$386	\$377	\$344
Los Angeles, CA	10+ Years	29	\$314	\$400	\$430	\$375	\$391	\$377
Los Angeles, CA	11-13 Years	34	\$303	\$403	\$915	\$571	\$496	\$466
Los Angeles, CA	14-16 Years	75	\$300	\$445	\$1,002	\$642	\$647	\$588
Los Angeles, CA	17-19 Years	116	\$476	\$675	\$907	\$705	\$688	\$634
Los Angeles, CA	20+ Years	235	\$525	\$700	\$945	\$741	\$731	\$694
Los Angeles, CA	21-23 Years	31	\$553	\$675	\$950	\$776	\$733	\$685
Los Angeles, CA	24-26 Years	92	\$650	\$879	\$1,028	\$875	\$841	\$871
Los Angeles, CA	27-29 Years	66	\$393	\$423	\$530	\$452	\$452	\$423
Los Angeles, CA	30+ Years	136	\$460	\$556	\$655	\$564	\$573	\$525

## Section I: High-Level Data Cube

## Cities

By Years of Experience

2019 -- Real Rates for Partners

Trend Analysis (Mean)

City	Years of Experience	n	First Quartile	Median	Third Quartile	2016	2018	2017
Atlanta, GA	0-10 Years	54	\$324	\$397	\$460	\$389	\$353	\$314
Atlanta, GA	11-20 Years	84	\$310	\$425	\$544	\$443	\$403	\$375
Atlanta, GA	21-30 Years	15	\$240	\$240	\$308	\$278	\$288	\$294
Atlanta, GA	31-40 Years	13	\$400	\$485	\$576	\$517	\$443	\$419
Atlanta, GA	41-50 Years	32	\$299	\$388	\$461	\$393	\$363	\$358
Atlanta, GA	51-60 Years	44	\$375	\$464	\$570	\$489	\$431	\$416
Atlanta, GA	61-70 Years	21	\$478	\$546	\$638	\$560	\$519	\$517
Atlanta, GA	71-80 Years	490	\$605	\$770	\$915	\$763	\$755	\$721
Atlanta, GA	81-90 Years	915	\$660	\$845	\$1,000	\$860	\$830	\$791



# Section I: High-Level Data Cuts

## Cities

### By Years of Experience

#### 2019 -- Real Rates for Associates

#### Trend Analysis (Mean)

City	Years of Experience	n	First Quintile	Median	Third Quintile	2019	2018	2017
Atlanta, GA	1-4 Years Experience	15	\$166	\$225	\$260	\$229	\$199	\$194
Atlanta, GA	5-9 Years Experience	22	\$165	\$290	\$350	\$274	\$284	\$272
Atlanta, GA	10-14 Years Experience	19	\$55	\$200	\$251	\$167	\$221	\$182
Atlanta, GA	15-19 Years Experience	30	\$278	\$305	\$325	\$299	\$265	\$240
Atlanta, GA	20-24 Years Experience	34	\$269	\$291	\$295	\$288	\$267	\$269
Atlanta, GA	25-29 Years Experience	19	\$250	\$270	\$318	\$281	\$276	\$277
Atlanta, GA	30-34 Years Experience	38	\$388	\$468	\$550	\$480	\$475	
Atlanta, GA	35-39 Years Experience	140	\$395	\$562	\$665	\$533	\$486	\$442
Atlanta, GA	40-44 Years Experience	228	\$330	\$520	\$789	\$569	\$551	\$548
Atlanta, GA	45-49 Years Experience	23	\$276	\$327	\$378	\$330	\$312	\$265
Atlanta, GA	50-54 Years Experience	44	\$238	\$378	\$485	\$369	\$327	\$293
Atlanta, GA	55-59 Years Experience	22	\$245	\$293	\$330	\$302	\$285	\$282
Atlanta, GA	60-64 Years Experience	14	\$295	\$340	\$380	\$345	\$361	
Atlanta, GA	65-69 Years Experience	38	\$315	\$375	\$410	\$363	\$339	\$292
Atlanta, GA	70-74 Years Experience	39	\$309	\$370	\$497	\$392	\$355	\$334
Atlanta, GA	75-79 Years Experience	19	\$224	\$257	\$306	\$265	\$247	\$255
Atlanta, GA	80-84 Years Experience	23	\$220	\$253	\$298	\$257	\$232	\$226
Atlanta, GA	85-89 Years Experience	25	\$225	\$266	\$365	\$288	\$264	\$208
Atlanta, GA	90-94 Years Experience	140	\$373	\$511	\$623	\$513	\$487	\$411
Atlanta, GA	95-99 Years Experience	329	\$400	\$568	\$838	\$597	\$572	\$527
Atlanta, GA	100-104 Years Experience	645	\$425	\$721	\$960	\$708	\$685	\$661
Atlanta, GA	105-109 Years Experience	13	\$228	\$246	\$396	\$300	\$284	\$264
Atlanta, GA	110-114 Years Experience	25	\$280	\$305	\$350	\$324	\$277	\$278
Atlanta, GA	115-119 Years Experience	46	\$300	\$325	\$370	\$337	\$308	
Atlanta, GA	120-124 Years Experience	176	\$300	\$350	\$415	\$369	\$355	\$327
Atlanta, GA	125-129 Years Experience	215	\$318	\$436	\$499	\$442	\$407	\$391
Atlanta, GA	130-134 Years Experience	11	\$195	\$205	\$300	\$256	\$284	\$279
Atlanta, GA	135-139 Years Experience	19	\$243	\$305	\$381	\$306	\$333	
Atlanta, GA	140-144 Years Experience	35	\$253	\$329	\$361	\$321	\$321	\$296
Atlanta, GA	145-149 Years Experience	49	\$265	\$350	\$417	\$358	\$346	\$318
Atlanta, GA	150-154 Years Experience	14	\$240	\$277	\$312	\$268	\$278	
Atlanta, GA	155-159 Years Experience	42	\$283	\$333	\$369	\$329	\$313	\$284
Atlanta, GA	160-164 Years Experience	63	\$307	\$391	\$440	\$378	\$367	\$331
Atlanta, GA	165-169 Years Experience	25	\$330	\$412	\$480	\$392	\$354	\$325
Atlanta, GA	170-174 Years Experience	15	\$200	\$210	\$245	\$223	\$193	\$191

Section I: High-Level Data Lists

Cities

By Years of Experience

2019 -- Real Rates for Associates

Trend Analysis (Mean)

City	Years of Experience	n	First Quantile	Median	Third Quantile	2019	2018	2017
Atlanta, GA	Less Than 1 Year	14	\$225	\$290	\$446	\$326	\$325	\$300
Atlanta, GA	1-4 Years	36	\$280	\$377	\$598	\$425	\$458	\$425
Baltimore, MD	Less Than 1 Year	12	\$310	\$325	\$359	\$351	\$349	
Baltimore, MD	1-4 Years	49	\$317	\$425	\$550	\$446	\$421	\$394
Baltimore, MD	5-9 Years	90	\$345	\$440	\$626	\$498	\$503	\$485
IDA/Atlanta	Less Than 1 Year	12	\$500	\$550	\$653	\$564	\$454	\$429
IDA/Atlanta	1-4 Years	30	\$412	\$527	\$743	\$604	\$563	\$535
Philadelphia, PA	Less Than 1 Year	12	\$257	\$287	\$299	\$282	\$262	
Philadelphia, PA	1-4 Years	33	\$275	\$310	\$352	\$313	\$306	\$262
Philadelphia, PA	5-9 Years	42	\$363	\$417	\$470	\$411	\$421	\$344
Atlanta, GA	1-4 Years	20	\$190	\$250	\$284	\$248	\$233	\$225
Atlanta, GA	5-9 Years	11	\$280	\$305	\$324	\$317	\$254	\$257
Washington DC	Less Than 1 Year	70	\$350	\$436	\$520	\$442	\$407	\$375
Washington DC	1-4 Years	263	\$405	\$501	\$590	\$506	\$470	\$429
Washington DC	5-9 Years	356	\$460	\$580	\$721	\$614	\$589	\$565